

These NDAs have become commonplace in many industries. Harvard Business Review has estimated that over one third of the U.S. workforce is bound by NDAs.

These NDAs not only appear in settlements after a victim of sexual harassment has raised their voice, but also have become routinely included in standard employment contracts that are used at the time of hiring.

Typically, NDAs work to provide confidentiality and protection, but they have increasingly been used to protect power dynamics that enable abusers to continue their dangerous and disgusting behavior.

One in 3 women has faced sexual harassment in the workplace during her career, and an estimated 87 to 94 percent of those who experience sexual harassment never file a formal complaint.

The reality is that many of these women have no voice because the system rewards male manipulators and penalizes women who challenge the status quo. This is institutionalized abuse.

The Speak Out Act can change this reality by preventing employers from enforcing non-disclosure or non-disparagement agreements (NDAs) in instance's when employees and workers report sexual misconduct.

In the wake of the #MeToo and #TimesUp movements, our country has become acutely aware that men in power frequently leverage that power abusively to exploit women.

Sexual abuse and harassment can destroy a victim's financial security, mental health, and career path.

By standing up for their rights, the women who have been subjected to abuse often become mired in a lengthy and costly lawsuit that drains their finances, imposes a heavy psychic toll, and impairs their future job prospects by creating a misimpression that they are disruptive workers.

Women face a disturbing choice when sexually assaulted in the workplace: report the abuse publicly and face litigation, leave the company and abandon their income, or the choice that many are forced to make, put their heads down and pretend it did not happen.

Passing this rule to allow consideration of The Speak Out Act aims to provide victims with a third option to pursue justice.

It is time to amend the NDA system to strip the power from abusive employers and give it back to the employee.

Ms. SCANLON. Madam Speaker, I yield back the balance of my time, and I move the previous question on the resolution.

The previous question was ordered.

The SPEAKER pro tempore. The question is on adoption of the resolution.

The question was taken; and the Speaker pro tempore announced that the yeas appeared to have it.

Mrs. FISCHBACH. Madam Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The vote was taken by electronic device, and there were—yeas 215, nays 208, not voting 9, as follows:

[Roll No. 479]

YEAS—215

|         |             |        |
|---------|-------------|--------|
| Adams   | Auchincloss | Bass   |
| Aguilar | Axne        | Beatty |
| Allred  | Barragán    | Bera   |

|                   |                 |                |
|-------------------|-----------------|----------------|
| Beyer             | Hayes           | Panetta        |
| Bishop (GA)       | Higgins (NY)    | Pappas         |
| Blumenauer        | Himes           | Pascarell      |
| Blunt Rochester   | Horsford        | Payne          |
| Bonamici          | Houlihan        | Peltola        |
| Bourdeaux         | Hoyer           | Perlmutter     |
| Bowman            | Huffman         | Peters         |
| Boyle, Brendan F. | Jackson Lee     | Phillips       |
| Brown (MD)        | Jacobs (CA)     | Pingree        |
| Brown (OH)        | Jayapal         | Pocan          |
| Brownley          | Jeffries        | Porter         |
| Bush              | Johnson (GA)    | Pressley       |
| Bustos            | Johnson (TX)    | Price (NC)     |
| Butterfield       | Jones           | Quigley        |
| Carbajal          | Kahele          | Raskin         |
| Cárdenas          | Kaptur          | Rice (NY)      |
| Carson            | Keating         | Ross           |
| Carter (LA)       | Kelly (IL)      | Roybal-Allard  |
| Cartwright        | Khanna          | Ruiz           |
| Case              | Kildee          | Ruppersberger  |
| Casten            | Kilmer          | Rush           |
| Castor (FL)       | Kim (NJ)        | Ryan (NY)      |
| Castro (TX)       | Kind            | Ryan (OH)      |
| Cherfilus-        | Kirkpatrick     | Sánchez        |
| McCormick         | Krishnamoorthi  | Sarbanes       |
| Chu               | Kuster          | Scanlon        |
| Cicilline         | Lamb            | Schakowsky     |
| Clark (MA)        | Langevin        | Schiff         |
| Clarke (NY)       | Larsen (WA)     | Schneider      |
| Cleaver           | Larson (CT)     | Schrader       |
| Clyburn           | Lawrence        | Schrier        |
| Cohen             | Lawson (FL)     | Scott (VA)     |
| Connolly          | Lee (CA)        | Scott, David   |
| Cooper            | Lee (NV)        | Sewell         |
| Correa            | Leger Fernandez | Sherman        |
| Costa             | Levin (CA)      | Sherrill       |
| Courtney          | Levin (MI)      | Sires          |
| Craig             | Lieu            | Slotkin        |
| Crow              | Lofgren         | Smith (WA)     |
| Cuellar           | Lowenthal       | Soto           |
| Davids (KS)       | Luria           | Spanberger     |
| Davis, Danny K.   | Lynch           | Speier         |
| Dean              | Malinowski      | Stansbury      |
| DeFazio           | Maloney,        | Stanton        |
| DeGette           | Carolyn B.      | Stevens        |
| DeLauro           | Maloney, Sean   | Strickland     |
| DelBene           | Manning         | Swalwell       |
| Demings           | Matsui          | Takano         |
| DeSaulnier        | McBath          | Thompson (CA)  |
| Dingell           | McCollum        | Thompson (MS)  |
| Doggett           | McEachin        | Titus          |
| Escobar           | McGovern        | Tlaib          |
| Eshoo             | McNerney        | Tonko          |
| Espallat          | Meeks           | Torres (CA)    |
| Evans             | Meng            | Torres (NY)    |
| Fletcher          | Mfume           | Trahan         |
| Foster            | Moore (WI)      | Trone          |
| Frankel, Lois     | Morelle         | Underwood      |
| Gallego           | Moulton         | Vargas         |
| Garamendi         | Mrvan           | Veasey         |
| Garcia (IL)       | Murphy (FL)     | Velázquez      |
| Garcia (TX)       | Nadler          | Wasserman      |
| Golden            | Napolitano      | Schultz        |
| Gomez             | Neal            | Waters         |
| Gonzalez,         | Neguse          | Watson Coleman |
| Vicente           | Newman          | Wild           |
| Gottheimer        | Norcross        | Williams (GA)  |
| Green, Al (TX)    | O'Halleran      | Wilson (FL)    |
| Grijalva          | Ocasio-Cortez   | Yarmuth        |
| Harder (CA)       | Omar            |                |
|                   | Pallone         |                |

NAYS—208

|             |               |                |
|-------------|---------------|----------------|
| Aderholt    | Burgess       | Ellzey         |
| Allen       | Calvert       | Emmer          |
| Amodei      | Cammack       | Estes          |
| Armstrong   | Carey         | Fallon         |
| Arrington   | Carl          | Feenstra       |
| Babin       | Carter (GA)   | Ferguson       |
| Bacon       | Carter (TX)   | Finstad        |
| Baird       | Cawthorn      | Fischbach      |
| Balderson   | Chabot        | Fitzgerald     |
| Banks       | Cheney        | Fitzpatrick    |
| Barr        | Cline         | Fleischmann    |
| Bentz       | Cloud         | Flood          |
| Bergman     | Clyde         | Flores         |
| Bice (OK)   | Cole          | Foxx           |
| Biggs       | Comer         | Franklin, C.   |
| Bilirakis   | Conway        | Scott          |
| Bishop (NC) | Crawford      | Fulcher        |
| Boebert     | Crenshaw      | Gaetz          |
| Bost        | Curtis        | Gallagher      |
| Brady       | Davidson      | Garbarino      |
| Brooks      | Davis, Rodney | Garcia (CA)    |
| Buchanan    | DesJarlais    | Gibbs          |
| Buck        | Diaz-Balart   | Gimenez        |
| Bucshon     | Donalds       | Gohmert        |
| Budd        | Duncan        | Gonzales, Tony |
| Burchett    | Dunn          | Gonzalez (OH)  |

|               |               |               |
|---------------|---------------|---------------|
| Good (VA)     | Letlow        | Roy           |
| Gooden (TX)   | Long          | Rutherford    |
| Gosar         | Loudermilk    | Salazar       |
| Granger       | Lucas         | Schallise     |
| Graves (LA)   | Luetkemeyer   | Schweikert    |
| Graves (MO)   | Mace          | Scott, Austin |
| Green (TN)    | Malliotakis   | Sempolinski   |
| Greene (GA)   | Mann          | Sessions      |
| Griffith      | Massie        | Simpson       |
| Grothman      | Mast          | Smith (MO)    |
| Guest         | McCarthy      | Smith (NE)    |
| Guthrie       | McCaul        | Smith (NJ)    |
| Harris        | McClain       | Smucker       |
| Harshbarger   | McClintock    | Spartz        |
| Hartzler      | McHenry       | Staubert      |
| Hern          | McKinley      | Steel         |
| Herrell       | Meijer        | Stefanik      |
| Hice (GA)     | Meuser        | Steil         |
| Higgins (LA)  | Miller (IL)   | Steube        |
| Hill          | Miller (WV)   | Stewart       |
| Hinson        | Miller-Meeks  | Taylor        |
| Hollingsworth | Moolenaar     | Tenney        |
| Hudson        | Moore (AL)    | Thompson (PA) |
| Huizenga      | Moore (UT)    | Tiffany       |
| Jackson       | Murphy (NC)   | Timmons       |
| Jacobs (NY)   | Nehls         | Turner        |
| Johnson (LA)  | Newhouse      | Upton         |
| Johnson (OH)  | Norman        | Valadao       |
| Johnson (SD)  | Oberholte     | Van Drew      |
| Jordan        | Owens         | Van Duyn      |
| Joyce (OH)    | Palazzo       | Wagner        |
| Joyce (PA)    | Palmer        | Walberg       |
| Katko         | Pence         | Waltz         |
| Keller        | Perry         | Weber (TX)    |
| Kelly (MS)    | Pfluger       | Webster (FL)  |
| Kelly (PA)    | Posey         | Wenstrup      |
| Kim (CA)      | Reschenthaler | Westerman     |
| Kustoff       | Rice (SC)     | Williams (TX) |
| LaHood        | Rodgers (WA)  | Wilson (SC)   |
| LaMalfa       | Rogers (AL)   | Wittman       |
| Lamborn       | Rogers (KY)   | Womack        |
| Latta         | Rose          | Yakym         |
| LaTurner      | Rosendale     | Zeldin        |
| Lesko         | Rouzer        |               |

NOT VOTING—9

|                   |           |        |
|-------------------|-----------|--------|
| Doyle, Michael F. | Kinzinger | Welch  |
| Herrera Beutler   | Mooney    | Wexton |
| Issa              | Mullin    |        |
|                   | Suoizzi   |        |

□ 1317

Mr. KATKO changed his vote from “yea” to “nay.”

So the resolution was agreed to.

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

MEMBERS RECORDED PURSUANT TO HOUSE RESOLUTION 8, 117TH CONGRESS

|                |                 |                  |
|----------------|-----------------|------------------|
| Axne (Stevens) | Johnson (TX)    | Porter (Neguse)  |
| Beyer          | (Stevens)       | Rice (NY) (Meng) |
| (Blumenauer)   | Kirkpatrick     | Rice (SC)        |
| Connolly       | (Pallone)       | (Valadao)        |
| (Pallone)      | Lawson (FL)     | Ryan (OH)        |
| Courtney       | (Evans)         | (Correa)         |
| (Perlmutter)   | McEachin        | Sherrill         |
| DeFazio        | (Trone)         | (Pallone)        |
| (Pallone)      | Morelle (Meng)  | Speier (Correa)  |
| Gonzalez,      | Newman (Correa) | Wild (Evans)     |
| Vicente        | Palazzo         | Wilson (FL)      |
| (Correa)       | (Bilirakis)     | (Cicilline)      |

SUPPORTING THE GOALS AND IDEALS OF “MOVE OVER” LAWS

The SPEAKER pro tempore (Ms. WILLIAMS of Georgia). Pursuant to House Resolution 1464, House Resolution 1463 is hereby adopted.

The text of the resolution is as follows:

H. RES. 1463

Whereas the House of Representatives recognizes law enforcement, fire and rescue, emergency medical services, tow truck operators, and transportation workers as traffic incident management responders (as such term is defined by the Traffic Incident Management Handbook of the Federal Highway Administration);

Whereas due to the increasingly high rate of drivers engaging in risky behaviors on our roadways, including distracted driving, impaired driving, and speeding, many traffic incident management responders lose their lives while performing their duties each year;

Whereas, nationally in 2021, 65 traffic incident management responders were killed due to roadside collisions;

Whereas every State has a “move over” law, which has correlated directly to a safer environment along our Nation’s roadsides for traffic incident management responders and stranded citizens;

Whereas “move over” laws generally require motorists to move at least 1 lane over when there is an emergency or rescue activity taking place on the shoulder or side of the roadway, or, if unable to do so safely, to slow down and pass the scene with caution;

Whereas a Government Accountability Office report (GAO-21-166) on Emergency Responder Safety noted that State officials cite raising public awareness as the most prevalent challenge to “move over” laws; and

Whereas providing traffic incident management responders an enhanced opportunity to inform the motoring public about these laws is critical to the public safety: Now, therefore, be it

*Resolved*, That the House of Representatives—

(1) supports the goals and ideals of “move over” laws;

(2) urges relevant Federal and State agencies, as well as nongovernmental organizations involved in traffic incident management response, to spread awareness and promote the existence of, and adherence to, State “move over” laws; and

(3) urges relevant Federal and State agencies, as well as nongovernmental organizations involved in traffic incident management response, to educate the public further on the dangers and potential loss of life if the provisions and requirements of State “move over” laws are not faithfully observed.

#### PERMISSION FOR MEMBER TO BE CONSIDERED AS FIRST SPONSOR OF H.R. 3921

Mr. MURPHY of North Carolina. Madam Speaker, I ask unanimous consent that I may hereafter be considered to be the first sponsor of H.R. 3921, a bill originally introduced by Representative Walorski of Indiana, for the purpose of adding cosponsors and requesting reprintings pursuant to clause 7 of rule XII.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from North Carolina?

There was no objection.

#### ELECTING A CERTAIN MEMBER TO A CERTAIN STANDING COMMITTEE OF THE HOUSE OF REPRESENTATIVES

Mr. JEFFRIES. Madam Speaker, by direction of the Democratic Caucus, I offer a privileged resolution and ask for its immediate consideration.

The Clerk read the resolution, as follows:

H. RES. 1471

*Resolved*, That the following named Member be, and is hereby, elected to the following standing committee of the House of Representatives:

COMMITTEE ON FOREIGN AFFAIRS: Mrs. Cherfilus-McCormick, to rank immediately after Ms. Manning.

Mr. JEFFRIES (during the reading). Madam Speaker, I ask unanimous consent that the resolution be considered as read and printed in the RECORD.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from New York?

There was no objection.

The resolution was agreed to.

A motion to reconsider was laid on the table.

#### WELCOMING CONGRESSMAN-ELECT SETH MAGAZINER

(Mr. LANGEVIN asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. LANGEVIN. Madam Speaker, it has been the honor and privilege of a lifetime to serve the people of Rhode Island’s Second Congressional District for the last 22 years.

Together we have accomplished so much, from strengthening our national security and cybersecurity, in particular, to advancing the rights of people with disabilities, to advocating for our Nation’s foster youth, and so much more.

With less than 2 months left in my term, I will be leaving Congress with a lot of mixed emotions, but I still believe that politics and government is still a noble profession, and I couldn’t be more proud of the person who will be succeeding me as the next Congressman for Rhode Island’s Second Congressional District, SETH MAGAZINER.

Throughout his career, SETH has proved himself to be a committed fighter for working families, and that is exactly what he will continue to do as a Congressman.

SETH will be laser-focused on cutting costs for Rhode Islanders, from lowering the price of prescription drugs to cracking down on oil and gas companies that are price gouging everyday Americans.

SETH will fight to combat the climate crisis, and he will work to keep Rhode Islanders safe from the threat of gun violence.

SETH will always stand up for anyone who tries to cut older Rhode Islanders’ hard-earned Medicare and Social Security benefits.

Madam Speaker, I couldn’t be more proud of SETH, and I can’t think of a better person to serve the people of Rhode Island. Congratulations.

#### RECOGNIZING THE LEADERSHIP AND SERVICE OF DAVID RALSTON

(Mr. CARTER of Georgia asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. CARTER of Georgia. Madam Speaker, I rise today to recognize the leadership and service of David Ralston, who recently announced that he

would be ending his tenure as Speaker of the Georgia State House of Representatives.

David has been Speaker since 2010 and has overseen some of the most historic legislative accomplishments in our State’s history.

He attended Young Harris College and North Georgia College, where he earned his bachelor’s degree with honors. He then went on to graduate from the University of Georgia School of Law. An attorney by trade, Speaker Ralston started his career in public service in 1992 when he was elected to the Georgia State Senate.

In 2002, David was elected to the Georgia State House of Representatives and was chosen as Speaker in 2010. During his term as Speaker, he presided over the enactment of landmark legislation, including the State’s first-ever income tax cut in 2018.

In the wake of the murder of Ahmaud Arbery, he led the effort to create and pass the State’s hate crime law. Earlier this year, he was one of the greatest proponents of the legislation, saying that this bill was his “only priority” for 2022. The bill was a complete revamp of the State’s mental health care services and passed with unanimous support.

He has been heralded as fair, thoughtful, and level-headed by those on both sides of the aisle. While he will still serve in the Georgia State House of Representatives, his presence on the dais will be missed.

A committed public servant, statesman, and a dear friend, I thank David Ralston for his leadership and for being a great suitemate when we served together in the Georgia State House of Representatives.

#### LET’S BUILD BEDS

(Ms. KAPTUR asked and was given permission to address the House for 1 minute and to revise and extend her remarks.)

Ms. KAPTUR. Madam Speaker, I rise today with more good news. A wonderful organization in my district, Let’s Build Beds, serves northwest Ohio and does exactly what its name implies, building beds for children whose families are in need.

The organization’s mission states: “We believe that every child deserves a bed of their own to sleep in at night. We believe that every child is full of infinite potential. We help children by providing a bed and empowering them to assemble it and be successful.”

Partnering with local Rotary chapters, Let’s Build Beds brings together various charitable organizations for group projects to make beds, furnish the bedclothes, and deliver and assemble the beds to children in need. Older children often participate in this real-life Lego project.

I have been privileged to help build these beds with community members and learn from impacted families how important this joyous venture is.